

## Axis 2: Awareness raising, training and recruitment

- Awareness raising and information.
  5. Disseminate the 1<sup>st</sup> CSN Gender Equality Plan.
- Training and capacity building.
  6. Maintain training actions on equality within the annual CSN Training Plan.
  7. Design a specific training plan on equality, and ensure that it has been completed by every person being part of a panel for the resolution of calls for applications and competitions.
  8. Digitalise the training resources and materials in equality.
  9. Incorporate women trainers in all training processes through the application of the principle of a balanced presence of women and men in the provision of teaching staff for courses.

## Axis 3: Working conditions and career development

- Career development.
  10. Design and establish a professional development and leadership programme for women.
  11. Encourage the implementation of actions aimed at promoting the participation of women in positions occupied mainly by men or *vice versa*.
- Measures aimed at achieving equal pay for women and men.
  12. Promote the analysis of mechanisms that allow for greater communication and transparency in the policy of establishing complementary remuneration.

- Working conditions, occupational health and risk prevention.
  13. Reinforce the incorporation and integration of the gender perspective in the health surveillance of CSN personnel.

## Axis 4: Co-responsibility and reconciliation of personal, family and working life

- Knowledge and information.
  14. Disseminate the measures for the reconciliation of work, family and personal life recognised in the regulations in force, as well as the improvements established at the CSN.
  15. Develop training and awareness-raising actions to promote responsibility in family life among the organisation's staff.
- Situational awareness.
  16. Carry out a survey on the degree of satisfaction and needs for work-life balance.

## Axis 5: Gender-based violence

- Knowledge and information.
  17. Disseminate among the CSN staff the mobility procedure for female workers who are victims of gender-based violence in the General State Administration.

## Action plans, evaluation and monitoring

The CSN Equality Plan will include an Action Plan aimed at helping implement activities and processes within the scope of the measures defined therein. The plan will be subject to continuous evaluation and follow-up, for which specific indicators will be developed to ensure its correct implementation.

Find out all the information on the Equality Plan at [www.csn.es/igualdad](http://www.csn.es/igualdad).

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## Introduction

The Statute of the Spanish Nuclear Safety Council (CSN, in Spanish) recognises the CSN's competence to approve its own equality plan and thus establish a commitment to apply a gender equality policy in its activities. To date, the CSN has continuously and systematically adhered in its operations to the Gender Equality Plan applicable to the General State Administration.

Likewise, the CSN Strategic Plan for the period 2020-2025 establishes, within its strategic objective number 4, that a *CSN-specific plan for equality between women and men should be drawn up, adequately taking into account the specificities of the organisation in order to ensure efficiency and the achievement of the best possible results.*

In order to carry out this work, in May 2021 the CSN Joint Equality Commission was set up. Along with a governance group, the Commission has contributed with its effort, knowledge and commitment, from the design of the diagnostic study until the final drafting of the 1<sup>st</sup> Equality Plan for the organisation.

The CSN Statute, the Organic Law for the effective equality of men and women and the United Nations 2030 Agenda have been taken into account in the preparation of this plan, which is expected to be implemented during the period 2023-2026.

## Object

The CSN has drawn up its 1<sup>st</sup> Equality Plan with a view to strengthening the institution's commitment to the promotion of equality between men and women. This plan complies with legal requirements but above all, it aims to address the needs of the CSN personnel with a global and integral scope, in order to consolidate equality of treatment and opportunities between men and women in the organisation.

## Diagnosis

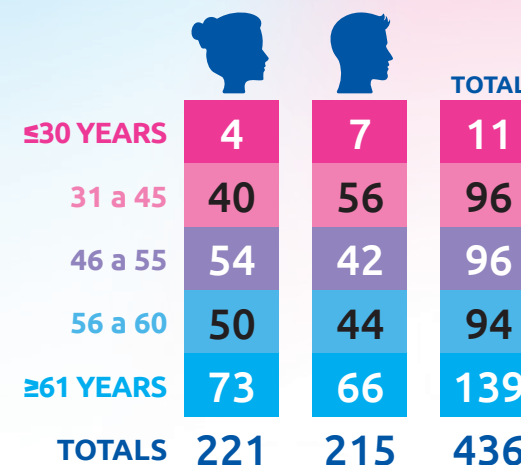
The development of the plan has been based on a diagnostic study that has involved the systematisation and analysis of data on the distribution of staff in different variables, responding to the matters indicated in the Organic Law for the effective equality of women and men, and from which specific indicators for improvement were obtained, including, among others, the following:

- The existence of an imbalance in relation to the presence of men and women in certain functional areas.
- The lower presence of women at the highest hierarchical levels and the need to ensure that family responsibilities are not a barrier to career advancement.
- The opportunity to continue to further adopt new measures to improve the reconciliation of work and family life.
- The need to reinforce equality training.

DISTRIBUTION OF STAFF IN 2022



DISTRIBUTION BY GENDER AND AGE RANGE IN 2022



## Areas of action and measures

### Axis 1: Instrumental measures for organisational transformation

- Enhance the mainstreaming of gender equality in the organisation's structures and activities.
  1. Guarantee the incorporation of a gender perspective in calls for applications for grants and competitions.
  2. Ensure that gender analysis is included in the drafting of the regulatory impact analysis report that must accompany regulatory initiatives.
  3. Increase the visibility of the functions and tasks carried out by women working in the CSN in order to attract talent.
  4. Revise the protocol for action against sexual harassment, ensuring its adaptation to the protocol published by Resolution of July 28, 2011, of the Secretary of State for Civil Service. Increase visibility, communication and training on its content.